

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Bureau of Reclamation: BOR (and below)

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	29	34	40	47	34	47
Number of Complainants	29	32	39	42	31	46
Repeat Filers	0	2	1	3	2	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	12	8	8	11	9	15
Color	5	3	3	8	8	4
Religion	4	1	2	3	1	4
Reprisal	20	23	29	30	20	25
Sex	11	16	12	21	13	19
PDA	0	0	0	1	0	0

National Origin	7	4	6	5	3	5
Equal Pay Act	0	0	0	1	0	1
Age	14	21	17	24	15	15
Disability	10	13	23	25	18	9
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	1	3	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	1	5	3	3	2	6
Assignment of Duties	2	4	3	7	2	6
Awards	0	0	0	0	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	2	0	1	0
Reprimand	3	4	2	4	2	0
Suspension	1	2	3	3	2	0
Removal	0	1	1	0	0	1
Other	0	0	0	0	0	0
Duty Hours	0	1	0	0	0	0
Perf. Eval./ Appraisal	2	5	8	8	2	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	16	16	23	27	17	22

Sexual	0	1	0	3	0	1
Medical Examination	0	0	2	0	0	0
Pay including overtime	0	0	0	2	1	0
Promotion/Non-Selection	5	9	2	9	8	7
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	2	0	1	0
Reasonable Accommodation Disability	3	2	4	13	5	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	0	0	1	1	1
Termination	1	4	3	6	2	1
Terms/Conditions of Employment	8	5	7	4	4	3
Time and Attendance	2	1	4	5	3	2
Training	2	0	1	3	2	1
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	207.91	221.87	212.76	194.60	211.05	326.04
Average number of days in final action	89.67	205.81	46.75	53.18	58.22	154.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	208.90	203.25	205.30	192.67	211.07	341.08
Average number of days in final action	20.67	25.29	27.50	25.00	22.50	60.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	198.00	296.33	229.90	198.75	211.75	306.50
Average number of days in final action	124.17	371.00	56.38	67.36	101.75	173.40
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	2	0	4	3	8	3
Average days pending prior to dismissal	120.5	0	181.5	73.67	96.5	126.33
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	0	3	2	0	2

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	17	22	35	21	35	39
Total Complainants	17	22	32	20	31	36
Number complaints pending						
Investigation	7	0	0	0	5	4
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	13	20	33	21	29	34
Final Agency Action	3	3	1	0	3	4
Appeal with EEOC Office of Federal Operations	16	20	15	33	9	4
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	14	0	1	2	14	11